

ROSIE THE RIVETER IS BACK TO STAY



employment and unemployment
hours and earnings
labor turnover
unemployment insurance
employment security activities

December 1975

IOWA EMPLOYMENT SECURITY COMMISSION

Research & Statistics Department

1000 East Grand Avenue
Des Moines, Iowa 50319

Commissioners

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His comment was prophetic. For Rosie the Riveter and Stella the Steamfitter and thousands of women like them rolled up their sleeves and stepped into the jobs vacated by men who had gone to war. They boldly filled vacancies traditionally held by men only—and proved they were completely capable of doing the job. Their efforts indicated there was no job they couldn't handle. And their work played an important role in winning the war.

But after the war, things got back to normal with the attitude that "a woman's place is in the home" dominating the nation's thinking. Women relinquished their nontraditional jobs to the returning veterans, thousands of them going back to the duties of homemaking. And those who remained in the labor force—a substantial number—were mainly relegated to low paying jobs.

But times are changing. Once more, women are emerging as competent workers in nontraditional occupations, ready to do "a man's job." As an increasing number of them contribute to or become the sole support of their families, they're asking that they be considered, it qualified, for all job opportunities—not just "women's jobs."

There's no doubt that the entrance of women into the labor market of World War II was dramatic. But it certainly was no more dramatic than today's re-entrance and their struggle for job equality.

Status in the Labor Force

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In Iowa, the percentage of women in the labor force is slightly under the national level. Out of a total Iowa labor force of 1.3 million, 474,400 or 36.5% are women. And a growing number of Iowa's women workers are recognizing the expansion of their job opportunities and are taking or training for nontraditional jobs.

Many are being encouraged to do so.

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to inform women about nontraditional job opportunities, the training needed to qualify for these jobs and the importance of planning work careers. The plan reminded state agency personnel to remove all references to sex from job orders to avoid limiting applicants for available jobs. The plan also provided special counseling information for women.

These directives are being followed in Iowa. The State Employment Service will continue to encourage and help women get the jobs they need and want.

Although not yet commonplace, women in jobs traditionally held by men are no longer viewed as novelties. Iowa women are now employed in such nontraditional jobs as bank officers, welders, architects, drill operators, police detectives, letter carriers, pharmacists, gas station attendants, company managers, taxi drivers, actuaries, security guards, lathe operators and more.

Began in the 'Sixties

The women's liberation movement started in the early 1960s and concentrated on changing the way Americans view family, sex and job equality. In only a few years, women have come a long way toward gaining these elements of equality. The gains they have made have become landmarks:

1962—President Kennedy brought an end to discrimination in hiring and promoting federal workers on the basis of sex.

1963—The Equal Pay Act passed by Congress, requiring equal pay to men and women doing similar work.

1964—Congressional action brings passage of the Civil Rights Act, prohibiting discrimination in employment because of sex, race, color, national origin or religion.

1967—An executive order issued by President Johnson bars discrimination in hiring by federal contractors due to sex and other factors.

And in its Civil Rights Act of 1965, as amended, Iowa made it illegal to discriminate in employment on the basis of sex, among other factors.

With these gains—plus the fact that in the past 20 years 17 million women have joined the national labor force compared to less than 12 million men, women's upgrading in the world of work is fairly assured. And if the trend continues, as many women will be in the labor force at the turn of the century as men.

labor market briefs

Table I - Iowa Nonagricultural Employment 1/

	Thousands			Change From	
	Nov.	Oct.	Nov.	Oct.	Nov.
	1975	1975	1974	1975	1974
TOTAL NONAGRICULTURAL.....	1,027.3	1,029.3	1,018.6	2,000	8,700
MANUFACTURING.....	234.1	234.8	252.5	-700	-18,400
Durable Goods.....	143.3	143.9	159.0	-600	-15,700
Lumber & furniture.....	9.0	9.1	9.5	-100	-500
Stone, clay & glass products.....	7.0	7.1	7.1	-100	-100
Primary metal industries.....	7.3*	7.3*	9.1*	0	-1,800
Fabricated metal products.....	16.1	16.2	18.3	-100	-2,200
Machinery (except electrical).....	59.3	59.6	65.8	-300	-6,500
Farm machinery.....	28.5	28.6	31.9*	-100	-3,400
Construction & related machinery.....	17.7	17.9	20.0	-200	-2,300
Electrical equipment & supplies.....	25.4	25.6*	27.5	-200	-2,100
Transportation equipment.....	8.1	8.0	9.7	100	-1,600
Other durable goods 2/.....	11.0	11.1	12.0*	-100	-1,000
Nondurable Goods.....	90.9	90.9	93.5	0	-2,600
Food & kindred products.....	50.2	50.4	51.6	-200	-1,400
Meat products.....	25.4*	25.5*	26.6*	-100	-1,200
Grain mill products.....	11.0	11.0	11.2	0	-200
Bakery products.....	3.0	3.0	3.1	0	-100
Apparel & other textile products.....	4.1	4.0	4.1	100	0
Paper & allied products.....	3.8*	3.7*	3.9	100	-100
Printing & publishing.....	14.8	14.8	14.8	0	0
Newspapers.....	6.5	6.6	6.6	-100	-100
Chemicals & allied products.....	6.7	6.7	6.7*	0	0
Rubber & plastics products, nec.....	9.0	9.0	9.9	0	-900
Other nondurable goods 3/.....	2.2	2.2	2.4	0	-200
NONMANUFACTURING.....	793.2	794.5	766.1	1,300	27,100
Nonmetallic mining.....	3.1	3.1	3.1	0	0
Contract construction.....	53.7	55.8	53.1	2,100	600
Transportation & public utilities.....	55.3	55.2	56.1	100	-800
Railroad transportation.....	8.4	8.6	9.6	-200	-1,200
Communication.....	13.0	13.0	13.2	0	-200
Electric, gas & sanitary services.....	10.6	10.4	10.4	200	200
Wholesale & retail trade.....	275.4	256.4	246.6	1,000	10,800
Wholesale trade.....	51.7	52.0	49.9	-300	1,800
Retail trade.....	205.6	204.4	196.8	1,200	8,800
Retail general merchandise.....	31.9	30.6	31.1	1,300	800
Finance, insurance & real estate.....	47.0	47.4	46.7	-400	300
Banking.....	15.9	15.8	15.4	100	500
Insurance carriers & agents.....	18.2	18.4	18.5	-200	-300
Services.....	178.6	179.6	171.0	-1,000	7,600
Medical & other health services.....	57.0	56.9	54.0	100	3,000
Government.....	198.1	196.9	189.4	1,200	8,700
Federal government.....	20.1	20.1	20.1	0	0
State government.....	47.9	48.0	45.8	-100	2,100
Local government.....	130.1	128.8	123.5	1,300	6,600
Persons Involved in Labor- Management Disputes.....	368	455	792	-87	-424

1/ Revised to most current information available at publication. Data include all full and part-time wage and salary workers employed during the week containing the 12th of the month. Proprietors, self-employed, domestic workers and the armed forces are excluded. Detail may not add up to total due to rounding. (March, 1974 benchmark levels)

2/ Includes ordnance & accessories, instruments & related products and miscellaneous manufacturing.

3/ Includes textile mill products, petroleum & coal products and leather & leather products.

* Strike

Seasonal nonmanufacturing **EMPLOYMENT** declines brought lower nonag totals . . . with construction and services—particularly recreation and amusement areas—taking year end drops . . . more than countering holiday increases in the trade industries and expected increases in public schools. Year ago tallies show nonmanufacturing substantially ahead this year. Manufacturing combined a seasonal decline in stone, clay and glass with layoffs in machinery and other minor losses to drop 700 workers over the month. Labor-management disputes brought an employment downturn in food and kindred products. A year ago comparison reveals manufacturing continuing down. Total employment changes show a 2,000 worker loss over the month . . . and a net gain of 8,700 over the year.

The seasonal layoffs in agriculture were primarily responsible for the November unemployment tally of 75,000 workers . . . a 5.3% increase over the October count of 71,200. The **UNEMPLOYMENT** figure for November 1974 was 36,900 in the state. Iowa's seasonally adjusted **UNEMPLOYMENT RATE** during November was 6.4% of the labor force . . . compared to 6.9% in October . . . and 3.3% in November a year ago. The unadjusted jobless rate was computed at 5.5% . . . up four-tenths of a percentage point from the 5.1% recorded in October . . . and nearly double the rate of 2.8% established last November.

The state's **CIVILIAN LABOR FORCE**—the combined totals of employed and unemployed workers—numbered 1,365,400 in November . . . 1,385,000 in October . . . and 1,306,800 in November 1974.

Jobless Iowans received \$5,886,349 in **UNEMPLOYMENT INSURANCE (UI)** payments during November . . . down \$406,713 from the October UI payments figure of \$6,293,062. Last November, UI total payments were \$1,710,130. The average current UI payment was \$80.52 . . . last month \$79.35 . . . a year ago \$63.06. In the November survey week, 23,153 claims were filed by workers protected under the UI program . . . 1,992 more than in October when 21,161 were filed. In November 1974, UI claims were filed by 10,143 workers.

HOURS and EARNINGS decreased slightly over the month . . . with a shorter work-week in manufacturing . . . particularly in stone, clay and glass with weather the cause. The drop in hourly earnings occurred generally in farm machinery and retail and wholesale trade. Overtime hours also declined in farm machinery . . . and in chemicals and allied products.

Cautious hiring by employers and the reluctance of workers to quit their jobs give a vivid summation of the November **LABOR TURNOVER** situation in Iowa. Separations on the whole were down from a year ago due to the fewer number of quits. Layoffs also occurred at a substantially unchanged rate. Almost without exception, new hires—a part of total accessions—were down in every industry . . . this trend carrying over to a major part of total accessions.

WHAT'S UP AHEAD? . . . Seasonal employment losses due to the coming of winter have been less than anticipated . . . mainly because of unusually warm weather throughout November. Construction has continued stronger than normal statewide. However, the demand for ag workers dropped to nearly nothing. Retail hiring showed some of its upswing in preparation for the holiday shopping season. . . but not on a grand scale—and not expected to be. Caution is still the key word, keeping a watchful eye on economic developments at home . . . across the nation . . . and abroad.

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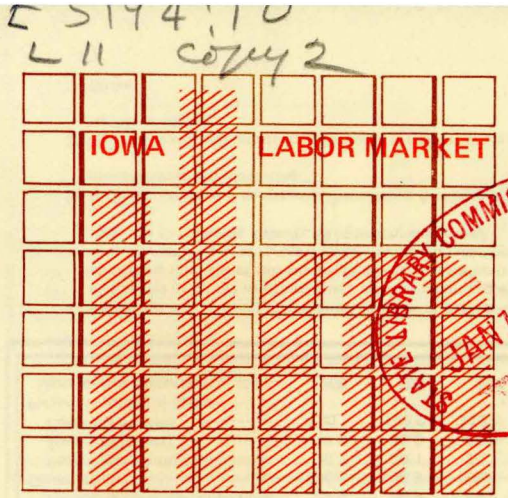
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